## Article Reading & Sharing: Collaborative Reflection Placemat

Article: Why Change Doesn’t Happen and How to Make Sure It Does (Schwahn & Spady)

### Directions:

1. Individually read the introductory paragraphs and “Reason 1”.
2. Individually, answer questions from that section relating to your school. Record your answers on the placemat.
3. Meet with your thumb partner.
   1. Together, discuss your answers to “Reason 1”
   2. When time is “up”, thank your partner
4. Individually read “Reason 2”. Individually, answer questions from that section relating to your school. Record your answers on the placemat.
5. Meet your pointy finger partner.
   1. Together, discuss your answers to “Reason 1”
   2. When time is “up”, thank your partner
6. And so on…

* “Reason 3” – Middle Finger
* “Reason 4” – Ring Finger
* “Reason 5” & Final paragraphs – Pinky

1. School Learning Support Team Reflection
   1. Return to your original table. As a school LST, answer the question in the middle box about next step priorities.



Discussion & Reflection #1: **Reason #1**

Can your staff state your school improvement goal with some detail from memory, in their own words, and with enthusiasm?

Does your staff feel your goal addresses a compelling need?

What are our next steps as a team as we consider this rule?

Discussion & Reflection #5: **Reason #5**

Does your staff have a concrete picture

of what the change will look like in the classroom?

How can you help a staff member that currently acts as if

the school improvement goal is optional?

What are our next steps as a team as we consider this rule?

Next Steps:

As you reflect on the next steps you considered in each of the sections, what might be your top 3 priorities?

How does the division’s/school’s

mission & vision and QLE framework guide

your work?

What growth is already happening in your school?

How are the leaders in your school involved in the learning and implementation

of learning towards the school improvement goal?

What are our next steps as a team as we consider this rule?

Are the structures, policies,

procedures and practices of

your school aligned to create

change towards your

school improvement goal

(e.g. School’s 3 year plan, IL, team goal within

growth plan, individual goal within growth plan,

school timetable, building set-up, LST structure,

collaborative calendar days, etc.)?

What are our next steps as a team as we consider this rule?

How was your school improvement

goal determined?

What do you believe the level of staff ownership is around the school goal?

What are our next steps as a team as we consider this rule?

Discussion & Reflection #2: **Reason #2**

Discussion & Reflection #3: **Reason #3**

Discussion & Reflection #4: **Reason #4**